

GENERAL DYNAMICS
Bath Iron Works

**Memorandum of Agreement
Between
Bath Iron Works
And
Local S6, IAMAW**

RE: New Hire Relocation Allowance

The Company and the Union (herein referred to as the "Parties") hereby agree to the following:

- The Parties recognize and agree that the current workforce demand requires acquisition of talent wherever it may reside.
- This agreement will be effective retroactively starting 1/1/2022.
- It is the intention of the Company and the Union that newly hired employees be provided with a relocation allowance for the sole purposes of covering the costs associated with the relocation. This relocation disbursement is intended to situate the new employee closer to the Company than their former residence.
- All new, first time employees that accept a permanent position as a LS6-represented employee at Bath Iron Works and permanently relocate to begin their career at BIW will be provided with a one-time lump sum taxable relocation allowance of \$3,500.
- To be eligible for the relocation allowance the employee's home of record to the new job site must be 75 miles or more.
- Employees who accept the relocation allowance will be required to sign an agreement obligating them to repay the full \$3,500 relocation allowance in the event they voluntarily leave BIW, prior to one full year of employment.
- Employees will receive a \$3,500 relocation allowance after providing proof of relocation and residency within the state of Maine.
- This allowance agreement shall be subject to review and rescission by either party with a 15 day notice.
- The parties agree the Union may grieve whether or not the Company has violated the New Hire Relocation Allowance agreement. In the event the grievance proceeds to arbitration, the only issue for the arbitrator to decide shall be whether the Company violated a term or condition of the agreement.
- Monies will be payable upon proof (i.e. utility bill, or lease agreement) of relocation within twelve (12) months from the new employees start date.
- Notification of the recipients of the agreement will be forwarded to the Local #6 monthly.

- General Dynamics HR will use Google Maps to calculate mileage. All mileage will be calculated from BIW's Main Yard, 700 Washington Street Bath, Maine 04530.
- This agreement expires on 12/31/2022.

The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.

for the Company

for the Union

Tony Lozano 3/4/2022
Name Date

Raymond A. Smith 3/1/22
Name Date

Brethe, Jr. 3-4-2022
Name Date

[Signature] 3/1/22
Name Date

Trade(s) Involved in MOA: _____

CBA Articles Involved in MOA: _____

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration